

## Drug Abuse Prevention Education for the WorkCenter Supervisor

One of the best ways to combat drug use by Sailors is to stay informed and keep them informed.

**Goal:** This training package, which has been developed for integration into your command's current drug abuse prevention efforts, contains three distinct sections.

- ◆ Section I provides information pertinent to command leadership and is aimed at enhancing its ongoing commitment to maintaining a drug-free workplace:
- ◆ Section II provides CMC's material to present to senior enlisted personnel. This material educates senior enlisted on drug abuse prevention measures, emphasizes utilizing their wealth of experience, resources, and strengths to reinforce Navy's "Zero Tolerance" policy for drug abuse, and encourages them to be more actively involved in command drug abuse prevention efforts:
- ◆ Section III provides information and examples for use as part of command GMT, POD notes, workcenter notices, flyers, etc. to enhance ongoing command drug abuse prevention efforts.

**Objective:** Engage senior enlisted personnel as active participants in reducing drug use by expanding ongoing efforts into daily discussions. The focus is two-fold:

- ◆ First, provide senior enlisted personnel information to use at quarters, in workcenter spaces, and department and division training sessions. This information provides senior enlisted personnel with accurate information on the health hazards and legal consequences of drug use, provides a tool for senior enlisted personnel to reinforce Navy's "Zero Tolerance" policy for drugs with subordinates, and provides Sailors with the tools necessary to make good decisions, especially when it comes to drug use.
- ◆ Second, provide Sailors with information aimed at better understanding Navy's expectations, health hazards and legal consequences of drug use.

## Section I

### Command Drug Abuse Prevention Team

#### OBJECTIVES OF THIS SECTION

- Identify Command Drug Abuse Prevention Team Members
- Discuss responsibilities of Command Prevention Team
- Present suggestions to strengthen command anti-drug abuse efforts
- Reference document is Navy Drug and Alcohol Abuse Prevention and Control Instruction (OPNAVINST 5350.4C)

### Command Drug Abuse Prevention Team

#### Who is the Command Drug Abuse Prevention Team?

All command personnel are members of the Command Drug Abuse Prevention Team. The commanding officer, executive officer, command master chief, and Drug and Alcohol Program Advisor (DAPA) lead the team. Officers and senior enlisted personnel (E-6 and above) are an integral part of the team responsible for openly supporting command policy. Junior personnel (E-5 and below) are responsible for supporting and adhering to command policy.

#### What is the difference between drug abuse and drug use?

In the Navy, Drug USE = Drug ABUSE. A single incident of drug use by any Sailor is considered drug abuse. This can include drug use, possession of drug paraphernalia, positive urinalysis etc.

#### What is Navy "Zero Tolerance" policy for drug abuse?

Navy policy for drug abuse is "Zero Tolerance." Zero tolerance means any Sailor found guilty of a single incident of drug use shall be disciplined as appropriate and processed for separation.

***A simple measure commands can employ to PREVENT drug use by Sailors is to strengthen prevention efforts by actively engaging senior enlisted personnel by providing accurate information.***

### Helping Young Sailors Make Good Decisions

In the past decade, the civilian community has experienced an increase in drug use among young people. During that same

period, Navy has also experienced an increase in drug use by first-term Sailors. Navy leadership is concerned and wants to halt this increase before it becomes a trend. The focal point of this high intensity effort is to arm our senior enlisted personnel with accurate information required to open effective and informative dialogue with subordinates on this issue. It is important we provide our young Sailors with the tools necessary to make good decisions, especially when it comes to rejecting all forms of drug use. It is also important that our young Sailors receive continuous and consistent reminders from senior enlisted personnel, especially concerning the health hazards and legal consequences of drug abuse.

## Get "The Message" Out

Clearly, there is a need to get Sailors accurate information on the health hazards and legal consequences of drug abuse, Navy's "Zero Tolerance" policy for drug abuse, and the Navy Drug Screening Labs capability to detect illegal drug abuse through urinalysis. **First, let us understand that any drug use = drug abuse." "Zero Tolerance" for drug abuse means any Sailor guilty of a single incident of drug abuse shall be disciplined as appropriate and processed for separation.**

How do you get the message out so Sailors listen? You tell them the truth, provide accurate information, and dispel myths. You provide the accurate information and encourage your Sailors to make the right choice by choosing a drug-free lifestyle.

Two myths that are circulating among Sailors regarding drug use and discharges as a result of misconduct due to drug use are:

**MYTH:** If I get a drug discharge, it will automatically get upgraded in six months.

**REALITY:** There is nothing automatic about a discharge review. It is an extremely complicated process requiring petitioners show the alleged entry in the record was in error or unjust. The board receives hundreds of requests annually, and in the last five years not one drug discharge upgrade request was approved.

**MYTH:** A drug discharge has little effect on veteran's benefits.

**REALITY:** If you are discharged due to drug use, you lose all of your education benefits. This includes the Montgomery G.I. Bill and Federal College Fund benefits. If you apply for student aid, the Department of Education must verify you have not been convicted of a drug-related offense. Only an honorable discharge guarantees you all the benefits due a veteran.

### Some ideas that can strengthen ongoing command drug abuse prevention efforts include:

POD and POW notes reminding Sailors that drug testing is an active program at your command; visual reminders such posters and flyers in workcenter, BEQ, and berthing complex; remind Sailors about the health hazards and legal consequences of any drug use, including Ecstasy (Section III has some examples). Other methods include:

- Build a positive anti-drug atmosphere where Sailors understand your command's support of "Zero Tolerance" for drugs and can be comfortable discussing the issue with supervisors.
- Command indoctrination is a good opportunity to let your Sailors know that drugs will not be tolerated at any time and make them aware of the serious consequences of violating Navy and Command policy.
- Incorporate your command's positive anti-drug atmosphere into your Professional Development Boards.
- Talk early and talk often (i.e. at command indoctrination, daily quarters and, during workcenter meetings).
- Make sure senior enlisted discuss among themselves Navy's "Zero Tolerance" policy for drugs and the consequences of violating that policy in the presence of junior Sailors.
- Have senior enlisted know and convey their knowledge of Navy's "Zero Tolerance" policy and the legal consequences.
- Let your Sailors know that drugs will not be tolerated at any time at your command.
- Have CMC talk to CPO Mess and First Class Mess on how they are expected to reinforce Navy and command drug abuse policy in their work spaces.
- Keep Sailors involved in command drug abuse prevention activities.
- Posters, flyers, and notices located in work spaces, lounges and berthing complexes associating Honor, Courage, and Commitment with drug-free lifestyle (see Appendix A of this guide).
- Articles in base newspapers and other local Navy media.
- Command leadership (CPO/Officers) walk the walk and talk the talk concerning "Zero Tolerance" for drugs.
- E-mail messages from command leadership (CO, XO, CMC).
- Incorporate frequent, concise, and accurate messages about drug abuse prevention at the workcenter and division level into training sessions.
- Have senior enlisted (LPO/LCPO) present material as part of GMT. Ensure workcenter/division leadership (LCPO and DIVO)

are present during these training sessions.

Sailors who understand Navy's "Zero Tolerance" policy for drugs and recognize their responsibility to themselves, their command, and Navy will be better able to handle any adverse situation they may encounter and ultimately make the right decision by rejecting drugs.

Sailors who may think casual or social drug use while on leave or liberty is acceptable, will understand Navy's expectations, the consequences of using drugs, and ultimately make the right decision not to use drugs before it's too late.

Help your Sailors understand that absolutely no drug abuse, even one time use cannot and will not be tolerated. Drug abuse is a readiness, safety, and morale issue. Let them know that if they have used drugs and did not get caught, they need to stop. If they have thought about using drugs, don't. It is just not worth it!

PERS-6 maintains a website that provides accurate information on drug abuse prevention efforts, health and legal consequences of drug use, current trends concerning drug use in the Navy, methods commands may employ to combat those trends, and links to additional resources for preventing drug abuse. Every supervisor needs to be aware of this effective tool and should be visiting it regularly for the most current information:

**<http://navdweb.spawar.navy.mil>**

For more information or guidance on effective drug abuse prevention efforts contact DAPMA San Diego at DSN 532-4978; DAPMA Norfolk at DSN 564-8193 or ABHCS(AW) Charles at DSN 882-4240, (C) 901-874-4240, or (E-mail) P603C@PERSNET.NAVY.MIL.

## Section II

### Command Master Chief (CMC)

#### OBJECTIVES OF THIS SECTION

- Prepare CMC's with information to give senior enlisted personnel
- Understanding challenges young Sailors face concerning drug use
- Discuss senior enlisted personnel's role and responsibilities as part of a command drug abuse prevention team
- Reference document is Navy Drug and Alcohol Abuse Prevention and Control Instruction (OPNAVINST 5350.4C)

### CMC's

This information provides CMC's with material that can be used by senior enlisted personnel as part of the Command Drug Abuse Prevention Team effort. Senior enlisted personnel can demonstrate active leadership by combining information provided in this training package with their wealth of experiences, resources, and strengths to address the health hazards and legal consequences of drug use. Equally important, senior enlisted personnel must actively reinforce Navy's "Zero Tolerance" policy for drug abuse.

CMC's are encouraged to set up meetings with the Chief Petty Officer Association and First Class Petty Officer Association. During these meetings, the DAPA can introduce the goal and objectives. CMC's can employ their DAPAs to get more involved by providing senior enlisted personnel with the information needed to respond to any questions junior Sailors may have.

Highlight the importance of senior enlisted personnel being comfortable with talking to subordinates about drug use.

In these sessions senior enlisted personnel can discuss different approaches to use in the various settings in which they interact with subordinates each day. Some examples for CMC's to introduce are:

## **Tips on Getting Started**

The issue of drugs can be very confusing to young Sailors. Illegal drug use in the United States continues at an alarming rate, in 1999 almost six percent of young adults, approximately 14 million, used illegal drugs on a regular basis. At the same time, Navy continues to be at the forefront of American society in maintaining a drug-free workplace and promoting healthy lifestyles for our Sailors. Its time for Navy's senior enlisted personnel to reenergize their role in helping our young Sailors understand Navy's expectations concerning drug use.

### **Vocalize Navy's "Zero Tolerance" policy for drugs**

Every Sailor must understand Navy's "Zero Tolerance" policy for drugs and must be informed of your command's active drug testing program and policies as soon as they report onboard. It is okay to state both Navy and command policy during your first interview with them. It is a good message for them to receive right from the start. When Sailors understand your expectations they are more likely to conform without question, especially when they understand all the adverse consequences of drug abuse.

### **Be a good example**

Let your Sailors see and hear you discuss your support for Navy's "Zero Tolerance" policy for drugs with other supervisors, especially those in your chain of command. This sends a strong message of your support and helps Sailors understand their success in the Navy demands a drug free lifestyle.

This training package is designed to provide senior enlisted personnel with practical, concrete tips and techniques for discussing, easily and openly with young Sailors, Navy's "Zero Tolerance" policy for drugs and how success in the Navy demands a drug free lifestyle.

We live in an increasingly complex world that challenges us every day with a wide range of disturbing issues. Navy life is no different. Despite Navy's success in eliminating drug abuse, drugs continue to exact a toll on junior personnel, especially first-term Sailors.

In the past, some senior enlisted personnel have questioned the appropriateness of talking about drug use with Sailors. There was an understanding that "Zero Tolerance" meant "Zero Tolerance" and if a Sailor doesn't understand then they don't need to be in the Navy. Consider this: our young Sailors are flooded with mixed messages about drugs from TV, movies,

magazines and even friends. If we, as supervisors, don't talk with them early and often -- and answer their questions -- they'll get their facts from someone else. Up to now, we have been missing important opportunities to offer our Sailors accurate information on a regular basis about Navy's Core Values and expectations. Consequently, we have been losing too many young Sailors to drugs.

## **1. Start Early**

The most important time in the career of a young Sailor is the formative time spent during their first year onboard a new command. First-term Sailors want information, advice, and guidance about all aspects of Navy life. All too often, as supervisors, we tend to avoid some of the more difficult subjects and assume Sailors understand Navy's expectations, especially when it comes to Navy's "Zero tolerance" policy for drugs. Throughout the recruiting process, at boot camp, and at their Apprenticeship or "A" School, Sailors are told about Navy's "Zero Tolerance" policy for drugs. As recruits or students, they received the message before being ready to understand all aspects of Navy's expectations or fully comprehend consequences of illegal drug use.

Many young Sailors who are separated as a result of drug use disclose that they didn't know they would be separated if they tested positive for drugs. Review of Navy's urinalysis statistics confirm this, while drug use among Sailors E-5 and above has decreased, drug use among first-term Sailors is increasing. As a front line supervisor, you have an opportunity to talk with your young Sailors before anyone else can confuse them with incorrect information or explanations that lack Navy's Core Values. As a front line supervisor you need to take advantage of this "window of opportunity" and talk with them early and often. Let them hear you talk with your staff, your chain of command, and other senior enlisted about your support for Navy's "Zero Tolerance" policy on drugs.

## **2. Initiate Conversations With Your Sailors**

We want our Sailors to feel comfortable discussing any topics of concern they may have. An open and comfortable environment encourages junior personnel to seek supervisor's advice and provides supervisors with an ideal opportunity to discuss Navy's drug program, Core Values and Navy's expectations. This doesn't always occur. That is why it is encouraged, at times even necessary, for you as the supervisor to begin the discussions. Sailors are bombarded with mixed messages from TV and other media about lifestyles that conflict with Navy Core Values and Navy



expectations. For example, you can use current events or news items related to drug abuse and tie in Navy's expectations concerning drug use. Just one or two questions could help start a valuable discussion that comes from everyday circumstances and events.

When engaging in discussions, be sure to use words they can understand and concepts you understand. Be sure to convey your support for your command's policies during the discussion. The best technique: use simple, short words and straightforward explanations. Be sure to ask for their thoughts and understanding during the discussions and always close the discussion with a comment about you being available to discuss any topics. Another important point to remember is Sailors who have just reported onboard are usually at different developmental levels than Sailors who have been onboard for a period of time. This means that they need different information, have different needs, and require a different vocabulary.

### **3. Being Uncomfortable**

If you feel uncomfortable talking about sensitive subjects -- particularly drug abuse, you're not alone. Many adults feel awkward and uneasy, especially if they are anxious about the subject. It is important, for your Sailor's sake, to overcome your nervousness and bring up the issue. A simple strategy is to mention it a Quarters or during a work center meeting. After all, Sailors have heard about and are hearing about it through the media and on liberty, and that information may not include the values we want our Sailors to have. The time and effort you put in could be just the piece needed to help one of your Sailors make a good decision, especially when it comes to drugs.

### **4. Create an Open Environment**

Young Sailors want their supervisors to discuss all aspects of Navy life with them. However, your Sailors will look to you for answers only if they feel you will be open to their questions. It's up to all senior enlisted to create the kind of atmosphere in which Sailors can ask any questions, especially concerning drugs, freely and without fear of consequence or ridicule.

How do you create such an atmosphere? Be encouraging, supportive, positive, and honest. For example, if a Sailor asks a question and you are not sure of the answer do not dismiss the question with the "I don't Know" response. The best response would be positive and honest, for example "I'm not sure, but I'll find out" or "let's ask the DAPA." Positive and honest

responses are what Sailors are looking for and are better than any inaccurate or misleading answers you may be tempted to offer. Promote an open environment.

## **5. Communicate Navy values**

As a front line supervisor, you will be the first person to talk Navy's Core Values, especially when it comes to drugs. This is a time to communicate Navy Core Values and the principles you want to instill. It is also a time to communicate Navy's expectations regarding drug use. Remember, young Sailors want and need guidance, especially when it comes to their Navy career. So don't hesitate to make Navy's expectations and your beliefs clear.

## **6. Listen to Your Sailors**

All too often, we tend to discount or disregard what young Sailors have to say. It is important to take time to listen to what your young Sailors think, especially when it comes to drug use. Listening lets them know you are concerned and value their input. Also, listening to them can lead to valuable discussions about a wide variety issues.

Listening carefully also helps us better understand what Sailors really want to know as well as what they already understand. It allows you to talk with them at their level and provide them with accurate information concerning Navy and your expectations of them.

## **7. Be Honest**

Sailors deserve honest answers and explanations. Honesty is what strengthens their trust in you. Not providing a straightforward answer can send the young Sailor to other sources for information. Misleading Sailors can be more damaging than any honest response we can offer.

While we may not want or need to share all the details of a particular situation or issue, try not to leave any big gaps either. For example, if your command has a drug case and a Sailor has specific questions about it and doesn't have a need to know you can simply explain command policy and how it applies to all personnel. By keeping the discussion open you eliminate any confusion or concern the Sailor may have.

## **8. Use Everyday Opportunities to Talk**

"Talk opportunities" present themselves continuously throughout the day. We need to seize these opportunities to reinforce Navy's Core Values, especially when it comes to drug use. Young Sailors may see formal discussion as just another lecture by a supervisor. "Talk opportunities" are informal and can present themselves anytime, at quarters as a statement about your commands drug testing program, or a comment during the day offering positive reinforcement supporting Navy's "Zero Tolerance" policy for drugs. Remember - "Seize the Opportunity".

## **9. Talk about it Again and Again.**

Most young Sailors are more receptive to receiving small bits of information at any one time. As such, they won't learn all they need to know about a particular topic from a single discussion. That is why it is important to take advantage of every opportunity. Use as many "talk opportunities" as possible and as often as possible to discuss Navy's "Zero Tolerance" policy for drugs. Remember to ask your Sailors their thoughts. This will help you correct any misconceptions they may have, get them to talk about drug use, and fill in missing facts.

## **10. Talk about Navy Core Values.**

Know Navy's Core Values and encourage your Sailors to know what Honor, Courage, and Commitment actually mean.

**Honor:** We are accountable for our professional and personal behavior. We will be mindful of the privilege to serve our fellow Americans.

**Courage:** The value that gives us the moral and mental strength to do what is right, even in the face of personal and professional adversity.

**Commitment:** The day-to-day duty of every Navy man and woman is to work together as a team to improve the quality of our work, our people, and ourselves.

**By helping Sailors plan ahead, being creative, and taking an active role, you can play an important role in helping your young Sailors negotiate any challenges they may encounter, especially when it comes to drugs.**

## Senior Enlisted Leadership Role and Responsibilities

### **Know Navy's Policy and your command's procedures supporting "Zero Tolerance"**

Review Navy's governing instruction OPNAVINST 5350.4C and your command's written policy. Become familiar with what the policy permits and prohibits and the penalties for violating policy.

### **Be prepared to explain "Zero Tolerance" policy to subordinates**

As a supervisor you may be asked to explain "Zero Tolerance" for drugs to your Sailors and to demonstrate a clear understanding of command policies and procedures. Know your command prevention team (CO, XO, CMC, DAPA) and verbalize your support for Navy's "Zero Tolerance" policy for drugs. Take some time to talk to your command Urinalysis Program Coordinator (UPC) and DAPA. Be prepared as you may have to answer any question a Sailor asks.

### Below are examples of questions you may be asked:

#### What does "Zero Tolerance" for drug abuse mean?

"Zero Tolerance" for drug abuse means any Sailor guilty of a single drug related incident shall be disciplined as appropriate and processed for separation.

#### Are all urine specimens tested?

Navy Drug Screening Laboratories test every sample submitted from Navy commands.

#### What is the Navy Drug Screening Program (NDSP)?

NDSP is a computer-based program designed to randomly select testing days and command personnel to be tested.

#### What is a Urinalysis Program Coordinator(UPC)?

The UPC manages the command's urinalysis program and is an advisor to the Commanding Officer on all matters relating to urinalysis.

#### Are we going to be drug tested?

Our command has an aggressive random urinalysis program and everyone will be tested at some time.

### How often will I be drug tested?

Tests are conducted without warning and with no set pattern. You may be tested multiple times during a month.

### How accurate are drug tests?

Navy Drug Screening Labs use the most sophisticated equipment available and produce scientifically accurate and legally defensible results.

### Can Navy Drug Screening Labs detect Ecstasy?

Yes. Navy labs can and do detect Ecstasy in urine. Over 300 Sailors thought differently last year and have been discharged.

### What happens if I refuse to take a drug test?

Any Sailor who refuses to take a drug test will be subject to UCMJ for violating a lawful order.

### What happens if someone tests positive?

Any Sailor guilty of a single drug related offense will be disciplined as appropriate and processed for administrative separation.

(For additional information on any questions you may have concerning Navy's "Zero Tolerance" policy for drug abuse contact: ABHCS(AW) Charles at DSN 882-4240, (C) 901-874-4240, or (E-mail) P603C@PERSNET.NAVY.MIL

It is best to be ready with answers. Answers for these questions are clearly defined in the OPNAVINST 5350.4C. As a senior enlisted, you are an important member of the Command Drug Abuse Prevention Team. Your ability to answer questions from subordinates will help them understand Navy's "Zero Tolerance" policy for drugs and your support for Navy's "Zero Tolerance" for drugs.

### Know Your Role

You are in a unique position, playing a major role in your command's ability to maintain a drug-free workplace. As a supervisor, your role is to observe and help improve job performance, document successes and work problems, and support and effectively implement your command's policies and programs. One of the most important actions you can take is to demonstrate early and often your support for Navy's "Zero Tolerance" policy for drugs.

**You are not expected to diagnose drug abuse or to provide treatment or counseling services to Sailors with substance abuse problems.**

You have a command DAPA available who is trained to assess potential drug abuse and make recommendations to the CO. You also have a Command Urinalysis Program Coordinator (UPC) responsible for conducting urinalysis. You need to know when to talk to the DAPA and when to talk to the UPC. Make sure you understand what is expected of you -- when it is appropriate to refer a Sailor to the DAPA, when to inform the UPC, and the appropriate procedures to use. Knowing your role in your command's drug-free workplace program will help you work well as part of the team.

### **How to be Part of a Successful Drug-Free Workplace Program**

Sailors can find themselves in a situation where they will have to make a conscious decision about using drugs. Your role is to enhance their understanding of Navy expectations and "Zero Tolerance" policy for drugs and to reinforce their decision making skills to reject drugs. Helping Sailors make positive, healthy decisions while on leave or liberty will have a long-term positive impact on their lives.

Our young Sailors need support and understanding. A command prevention program utilizing the united efforts of senior enlisted can help young Sailors use their resistance skills and ultimately reject any drug use.

**Remember, your effort, as a supervisor, may be just what is needed to help one of your young Sailors make the right choice to remain drug free.**

## Section III

### Command Drug Abuse Prevention Material

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#### OBJECTIVES OF THIS SECTION

- Provide material for command information
- Reference document is Navy Drug and Alcohol Abuse Prevention and Control Instruction (OPNAVINST 5350.4C)

The material in this section has been created to assist commands in reinforcing Navy's "Zero Tolerance" for drugs by presenting information that can be used in a variety of ways. Whether in POD/POW notes, e-mail from command leadership, posters in berthing complexes, or flyers in workspaces, the more often young Sailors are reminded about "Zero Tolerance" and the adverse health and legal consequences of drug abuse, the more likely they are to reject drug abuse.

## **POD Notes/E-mail/Posters/Flyers**

### **Its Time for a Reality Check!**

It's time for a reality check. The fact is, we do drug testing at this command. Any Sailor who uses drugs will be disciplined as appropriate and processed for administrative discharge. It is your choice, make the right one. Choose a drug free life.

### **The Facts about Marijuana!**

Marijuana impairs memory, learning, motivation, and reflexes. Young adults nationwide report that when they smoke marijuana regularly, they lose interest in their studies and the pursuit of other life goals and are unable to maintain satisfactory grades and performance levels. Marijuana is more than a drug, it is a future killer. Don't kill your future. Don't you be a victim.

### **Use drugs, lose your education benefits!**

If you are discharged due to drug abuse, you lose *all* of your education benefits. This includes your Montgomery G.I. Bill and Federal College Fund benefits. If you apply for student aid, the Department of Education must verify you have not been convicted of a drug-related offense. Only an honorable discharge guarantees you all the benefits due a veteran.

### **Discharge upgrade?**

There is nothing automatic about a request for discharge upgrade. It is an extremely complicated process requiring the petitioner to show the Navy Discharge Review Board that the alleged entry or omission in the records was in error or unjust. The board receives hundreds of requests annually, and in the last five years not one drug discharge upgrade request has been approved.

### **Drugs are a losing proposition!**

While home on leave you may encounter old friends who offer you drugs. Don't jeopardize your future by making the wrong choice. Remember, your success in life and your success in the Navy depends on you choosing a drug free lifestyle.



## **Leave and Liberty!**

If you find yourself in a situation where you have to make a conscious decision about using drugs remember this: last year over 4,500 Sailors found themselves in that same situation and they made the wrong choice. They received Other than Honorable discharges and lost all their education benefits. Don't make the wrong choice. It is simply not worth it!

## **Use your refusal skills and good judgment!**

Making the right decisions now will have positive impact on the rest of your life. When you go home on leave you may encounter old friends who are uncomfortable with the new and confident person you are. You may feel pressured to use drugs in order to fit in or show off a new found independence. Make the right choice and choose your future not drugs.

## **Marijuana is more than a drug!**

Some people perceive marijuana as a relatively harmless drug. For Sailors, it will end your Navy career, leave you with a criminal record, and an Other than Honorable discharge. It is simply not worth it to use drugs. Remember, your life and your future are at stake.

## **Success or failure?**

When faced with the decision of whether or not to use drugs remember this: There are two roads you can take in life. You can take the road that leads to opportunity and success or choose drugs and go nowhere. It is your choice. It is that simple.

## **Marijuana is not harmless!**

Marijuana can have devastating effects on individuals: stunting emotional and intellectual skill growth, instilling a feeling of apathy, and compromising health. Marijuana users expose themselves to a drug culture that encourages experimentation with other drugs.

## **You think Ecstasy is harmless?**

People who use Ecstasy and other "club drugs" are vulnerable to impairments in thinking, speaking, listening effectively, problem-solving, decision making, and forming concepts. These are skills necessary for a person to achieve their fullest potential. Don't risk your future for a quick "buzz", it is simply not worth it.

## **If You're faced with trying a drug while on Leave...**

What will you do? Take a minute to reflect on the source of your intentions. Is getting high really worth losing all you have worked for?

## **Did you know?**

Traces of marijuana can stay in your body for up to 30 days after use. That means that if you use marijuana while on leave chances are very good that you will be detected during urinalysis upon your return. Do not take the chance, it is simply not worth it.

## **Random Drug tests.**

This command conducts unplanned random drug tests. Think before you do something stupid! It is your life and you are responsible and accountable for your actions. This command will hold you accountable.

## **Do the Navy Drug Screening Labs test for Ecstasy?**

A myth among Sailors abusing Ecstasy (MDMA) is that Navy Drug Screening Labs (NDSL) do not test for MDMA. **FACT: NDSLs test every urine sample for Ecstasy (MDMA).** If you take Ecstasy it will be detected.

## **Have you visited Navy's website for preventing drug abuse?**

Next time you are "surfing the web" check out this site:

<http://navdweb.spawar.navy.mil>

This site provides accurate information about the health hazards and legal consequences of drug use. It also provides material that can be incorporated into your own command training program aimed at promoting drug-free workplace.